

FSA NEWSLETTER

MAY'80

ANNUAL REPORT SPECIAL

Grievance

by Laura Neame

In September 1979, the system of area representation was reorganized and regular meetings have been held throughout the year with the Area Reps and the Grievance Chair. The participation of Area Reps (now shop stewards) in the Grievance process was emphasized, and shop stewards have been included much more strongly in the whole contractual process. They have also been active in the setting up and organizing of the Selection Advisory Committees. Communication between the shop stewards and those in their areas has improved greatly, and the Grievance Chair has been able to act on information provided by shop stewards, which might otherwise have been unavailable.

Next year, the areas represented by the shop stewards will have to be reorganized again, as there are still problems in representing everyone equally well.

The Area Reps have worked hard over the year and have really done a lot to help the contract work effectively and to assist the people in their areas. I'm sure that every one of them is a lot more familiar with the contract than this time last year.

All in all, it's been a pretty good year and with the help of an even better and more clearly worded contract, next year should be even better.

Communications

by Richard Heyman

As Communications Chairman, I am responsible for attending all executive meetings plus getting information out to members.

This information includes a newsletter, notice of meetings and special events (dances, the Company Picnic, etc.).

This year has seen the implementation of a regular reporting system for the various committees on which F.S.A. members sit. These included:

1. College Advisory Committee (CAC) - reported by Paul Herman
2. Technological Change - reported by Richard Heyman
3. Joint Classification Audit Committee (JCAC) reported by Eva Korelus
4. Grievance - reported by Laura Neame
5. President's Report - Kevin Busswood
6. Agreements Committee - Scott Fast
7. Professional Development - Betty Hanafi
8. Educational Leaves Committee - Alan Martin
9. Labour Management Committee - Leslie Wood and Doug McDowell
10. Contract and Negotiations - Doug McDowell

By and large this reporting system has been successful, mainly because it combined all the reports into one package; instead of you receiving individual reports on an ad hoc basis they are now combined into the F.S.A. Newsletter. Regular communication throughout our membership is very important if we are to receive the same, correct information.

Many thanks to the reporters and contributors. Without their articles there would be no Newsletter.

Faculty Vice-President

by Paul Herman

Aside from very occasionally filling in for the President at Board and Executive meetings and serving on the Executive, the majority of my duties are to act as the FSA faculty representative on CAC; thus, my report is on the CAC.

Policies

Judging by its reputation when I began my term of office, the CAC has worked rather better this year, in part due to the Principal's commitment to improve CAC operation and its relations with the College Board. As some measure of that improvement, the following is a roster of matters dealt with by the CAC in the last year:

<u>Item</u>	<u>CAC Action</u>	<u>Board Action</u>
Major Conferences - from Board	Amended and Passed	Passed
Refund of Student Fees - from Board	Passed	Passed
Student Group Exchanges - from Principal	Amended and Passed	Passed
College Activities Program and Fees -from CAC, with radical revisions by Board	Recommended deferral until formation of Student Society	Agreed. Student Society now formed.
CAC/Board Communication Procedures - from Principal	Amended and Passed	Accepted
Student Tuition and Fees - from Board	Amended and Passed	Raised some Acad. and C/T and lowered some Voc. fees
LRC Roles -from LRC, with radical revisions by Board	Rejected Board proposal; passed with recommendation to refer Intellectual Freedom section to negotiations.	Deferred until negotiations done
Employee Exchanges -from CAC	Amended and Passed	Referred to negotiations
Admissions and Standards Amendments -from A & S Committee	Passed	Consideration pending
CAC Operating Procedures -from CAC	Passed	No action require
Advisory Committees - from Dean of Instruction	First Reading	
Course Audit Students -from A & S Committee	Under consideration	
Permanent Art Collection -from CAC	Under Consideration	
Review of CAC Terms of Reference	Under Consideration	
Lab Deposits for Chemistry Students -from Chemistry	Consideration Pending	
Student and Institutional Rights and Responsibilities (SIRR) -from CAC	Consideration Pending	

SIRR presents major issues of employees' rights and responsibilities with regard to students. The document will be referred to the FSA lawyer for his opinion.

Faculty V.P. cont.

A Democratic Consultative Committee?

The CAC Self Study questionnaire indicates that of 115 faculty, staff, administration, and Board respondents, 60% indicated that they rarely or never receive information about the CAC, and 80% indicated they rarely or never are asked their opinions on issues before the CAC; 37% do not think they know if CAC performs an important function (but of those who do think they know, 96% think it does); 60% do not think they know if CAC performs its function well (but of those who do think they know, 81% think it does).

Given these responses, CAC clearly is not keeping adequate contact with its constituencies, and so it cannot be doing a good job as the College's major democratic body for policy formulation and advising. This situation has improved with more information going out through the College newsletter and CAC members' reports; but some Terms of Reference require revision to ensure the responsibility of members to their constituencies.

Relations Between Board and CAC

An area of definite improvement is relations between CAC and College Board. A joint CAC/Board dinner was held, and more formal contacts are anticipated. The CAC Chair attends all Board meetings, consults with the Board Policy Subcommittee, and membership is sought on the latter for the CAC Chair. Obviously, the duties of the CAC Chair are considerable, so the question has been raised of whether that position should have some release time.

As the above roster of CAC and Board actions indicate, there are often overlaps between CAC, Board, and FSA concerns, and such matters may be referred to FSA/Board negotiations. CAC recommendations may be used to support FSA positions in negotiations, but care needs to be exercised here. If the CAC compromises on a policy in order to have it approved by the Board, its recommendations may be used against the FSA in negotiations. Intellectual freedom for LRC collections is a case in point; it appears that negotiations will produce a much better resolution of the issue than looked possible given disagreement between CAC and Board.

CAC/PAC and Curriculum Committee

In a major development, CAC is now also the Program Advisory Committee, established by the Colleges and Provincial Institutes Act. PAC is supposed to have a major voice in deciding what programmes the College offers. However, the relationships between CAC/PAC, Curriculum Committee (CC), and Coordinators are, at best, obscure.

CC is the Dean of Instruction's committee: it is in no way responsible to the CAC. Thus, it is completely unclear what role the CAC/PAC has with regard to CC recommendations on course and program proposals. CAC Terms of Reference restrict it to dealing with policy and accompanying procedures, but such restrictions do not appear to be intended by the legislation that establishes PAC's. In addition, CC apparently is not to concern itself with funding of courses or programmes, a decision that is made by the Dean in consultation with the Coordinators.

Recommendations

- My successor should be particularly concerned with the following matters:
- SIRR'S effects on employees' rights and responsibilities
- Revising CAC Terms of Reference to ensure CAC's democratic, representational function
- Seeking CAC Chair's membership on Board Policy Subcommittee and release time for CAC Chair; being alert to CAC role regarding FSA/Board negotiations.
- Ensuring that CAC carries out the proper role of PAC.

Professional Development Committee

by Betty Hanafi

This is a joint Administration-F.S.A. Committee. In 1979/80 the members were: Principal, Bursar, three Deans, B. Hanafi (FSA P.D. Chair), P. Scott and A. Abernathy (FSA Staff) and D. MacLean and L. Riva (FSA Faculty). For the first time this year, rather than having the Chair rotate between the Principal and the FSA Chairperson, the Committee elected a permanent Chairperson, B. Hanafi.

Full details of this Committee's mandate, guidelines, etc. are published in the P.D. Handbook (available at Faculty Receptionists).

The Committee met every three weeks during the year and dealt with the following matters:

- Distributed the total P.D. budget among the Divisions and a college-wide P.D. Day.
- Reviewed and revised the Guidelines for Divisional Allocations Committees.
- Reviewed and revised the P.D. Handbook and Application Forms.
- Instituted regular, monthly reporting by all Divisional Allocation Committees and reviewed each month's reports in depth.
- Participated in setting up a re-evaluation requested by a staff member.
- Prepared a Self-Study Report.
- Appointed Kevin Busswood as Chairperson of the Spring P.D. Day.
- Approved a leave of absence request from a faculty member.
- Reviewed the procedures followed by Divisions in electing their Divisional Allocations Committees, but decided no changes were necessary.
- Reviewed the procedures for Evaluation of Coordinators and suggested desirable changes.

The F.S.A. members of this Committee have been extremely conscientious about attending meetings and have all contributed a considerable amount of extra work toward its projects. I would like to take this opportunity to record my sincere thanks to each of them.

Contract & Negotiations

by Doug McDowell

Several important decisions have been made during the last year. The first of these has been the integration of the shop stewards into the contract in a much clearer manner than before. The shop stewards are now a recognized agent of the union (association if you prefer). The right of a shop steward to act on behalf of union members under the direction of the executive is now part of the contract. The second is the integration of the shop stewards into the contract committee. This recognizes and facilitates the year long role of contract implementation, interpretation and renewal. The ground work has been established for a more efficient and less strenuous means of clause development for negotiations.

As you have noticed, negotiations have been slow this year. In the non-monetary areas we have done a lot of work and I think good progress has been made. You will see specific details at the next contract/negotiations meeting. The money part is not exactly rolling along. The 9½% offer you know about. I am waiting until the budget in the Division of Instruction becomes clear. This will be happening during this week and I will be working with it as soon as I return from ACCC. There is no negotiating this week since I and four Board negotiators will be at ACCC. I also want to wait until mid June when the 1979/80 surplus will be known. At that point there will be no fuzziness for the administration to duck behind. All positions will be very clear and so will our alternatives. I am trying to squeeze more money in some form from them as well as a commitment to (i) better benefit over one to three years, and (ii) a look at a two year contract with a respectable COLA clause in it as a way of 'catching up' over two or more years.

I think we have nothing to lose by waiting till mid or late June and continuing to squeeze.

As far as the dental plan is concerned the December/January vote has committed the Association to buying a plan regardless of what the College does. This means that those who voted yes will buy it - not those who voted no, unless you decide otherwise. However, if the price increases significantly or if the tax break falls through we do not proceed without coming back to you.

I will have more details for you in June. Be patient, better yet be stubborn! I don't enjoy this drawn out process any more than you but I do know what happens to those who give up and sign early.